

WTHI
EEO PUBLIC FILE REPORT
March 23, 2012 - March 22, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Account Executive	1-3, 6-7, 9-21, 23-26, 28	2
Weekend Anchor/News Reporter	1-4, 6-7, 9-10, 13-28	2
Part Time Studio Services	1-4, 7-21, 23-26, 28	28
Part Time Studio Services	1-4, 7-21, 23-26, 28	2
Part Time Studio Services	1-4, 7-21, 23-26, 28	28
Part Time Studio Services	1-4, 7-21, 23-26, 28	28
Producer	1, 3-4, 6-21, 23-26, 28	28
Producer/Reporter	1, 3-4, 6-21, 23-26, 28	28
Part-Time Studio Services	1, 4-21, 23-26, 28	28
Producer	1-2, 4, 6-21, 23-26, 28	2
Producer	1-2, 4, 6-21, 23-26, 28	28
Producer	1-2, 4, 6-21, 23-26, 28	2
Photographer	1-2, 4, 6-21, 24-26, 28	2
Part-Time Photographer	1-2, 4, 6-21, 23-26, 28	2
Part-Time Studio Services	1, 4, 7-21, 23-26, 28	28
Part Time Studio Services	1-2, 4, 6-21, 23-26, 28	24
Part Time Studio Services	1-2, 4, 6-21, 23-26, 28	2
M-F Morning-Midday Anchor/Producer	1-2, 4, 6-21, 23-26, 28	28
Part Time Studio Services	1, 4, 7-11, 13-20, 23-26, 28	17
Part-Time Photographer	1-2, 4-5, 7-16, 18-20, 23-26, 28	28
Part-Time Studio Services	1, 4, 6-7, 9-21, 23-26, 28	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Fax : 1--- Career Services	N	0
2	Current Employee	N	30
3	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Fax : 1--- Tom Cath	N	0
4	Eastern Illinois University Career Center Room 13 Charleston, Illinois 61920 Phone : 217-581-2412 Url : http://www.eiu.edu Email : Fax : 1-217-581-2222 Jan Stevens	N	0
5	Employee Referral	N	2
6	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : http://www.magid.com Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0
7	Harrison College 1378 S. St. Rd. 46 Terre Haute, Indiana 47803 Phone : 812-877-2100 Url : http://www.harrison.edu Email : Fax : 1-812-877-4440 John Mace	N	0

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8	Illinois Broadcasters 200 Missouri Ave. Carterville, Illinois Phone : 618-985-5555 Url : http://www.ilba.org Email : Fax : 1-618-985-6070 Erin Camfield	N	0
9	Illinois Dept. Of Employment Security 255 N, Schuyler Kankakee, Illinois 60901 Phone : 800-247-4984 Url : http://www.ides.state.il.us Email : Fax : 1-217-557-1947 Bernita McGee	N	0
10	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : http://www.indianabroadcasters.org Email : INDBA@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
11	Indiana State University Afro-American Cultural Center Terre Haute, Indiana 47809 Phone : 812-237-3811 Url : http://www.indstate.edu/afr Email : Fax : 1-812-237-8079 Julia Bruce	N	0
12	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Fax : Mary Kelly	N	0

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13	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Fax : Job Placement	N	0
14	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Email : Fax : 1-219-980-6990 Sharese Dudley	N	0
15	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : Angi.Duckwall@indwes.edu Fax : Angi Duckwall	N	0
16	Indiana Workforce Development 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Email : l.burris@workonewest.com Fax : 1-812-234-0242 Laury Burris	N	1
17	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2301 Url : http://www.ivytech.edu Email : Fax : 1-812-298-2219 Jo Ellen Ornduff	N	1

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18	Lake Land College 5001 Lake Land Blvd. WLKL 89.9 FM Mattoon, Illinois 61938 Phone : 217-234-5335 Url : www.lakelandcollege.edu Email : gpowers@lakeland.cc.il.us Fax : 1--- Greg Powers	Y	0
19	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : www.linmedia.com Email : WTHI_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	0
20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
21	National Assn Of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : 301-405-0248 Url : http://www.nabj.org Email : Fax : 1-301-314-1714 HR Dept.	N	0
22	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	N	0

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23	St. Mary Of The Woods College Placement Services St. Mary Of The Woods, Indiana 47876 Phone : 812-535-5151 Url : http://www.smwc.edu Email : Fax : 1-812-535-5169 Susan Gresham	N	0
24	Sycamore Career Link 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : http://indiana-state-csm.symplicity.com Email : Dustin.BeDell@indstate.edu Fax : 1-812-237-4392 Dustin BeDell	N	2
25	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	12
26	Vincennes University Broadcasting Dept. 1200 N. 2nd St. Vincennes, Indiana 47591 Phone : 812-888-5250 Url : http://www.vinu.edu Email : Fax : 1-812-888-4955 John Hitchcock	N	1
27	Wabash Valley Optimists 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-234-6602 Email : Fax : 1-812-234-0242 Kim Stevenson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	WTHI-TV 918 Ohio Street P.O. Box 9606 Terre Haute, Indiana 47808 Phone : 812-232-9481 Url : http://www.wthitv.com Email : sarnold@wthitv.com Fax : 1--- Scott Arnold	N	32
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/1/2012	Participation in scholarship programs	The Vincennes University Foundation WTHI-TV Broadcasting Scholarship has provided valuable assistance to broadcasting majors at Vincennes University for thirteen consecutive academic years.	5		1.00
2	5/9/2012	Establishment of training programs for station personnel	Training to prepare for higher level positions/BA Summit at Providence, RI	1	Business Administrator	1.00
3	6/20/2012	Participation in Job Fairs	WTHI-TV 10/ MY FOX 10 participated in the 2012 NABJ Convention and Career Fair on June 20-June 24, 2012	1	Human Resources Director	0.25
4	8/1/2012	Participation in Job Fairs	WTHI-TV 10/ MY FOX 10 participated in the Media Showcase & Career Fair EXPO at UNITY '12 in Las Vegas on August 1-August 4, 2012.	1	Human Resources Director	0.25
5	12/4/2012	Establishment of training programs for station personnel	Training to prepare for higher level positions/Magid Institute for Anchors at Cedar Rapids, IA.	1	Anchor/Reporter	1.00
6	12/18/2012	Establishment of training programs for station personnel	Training to prepare for higher level positions/Terre Haute, IN.	1	Business Administrator	1.00
7	1/1/2013	Participation in scholarship programs	The Indiana State University Foundation Betty Chadwick Sullivan Memorial Scholarship was established through contributions by colleagues, friends, family, and WTHI-TV in honor of Betty Chadwick Sullivan, a former WTHI-TV photographer who was one of the nation's pioneer women in the field of television news photography.	5		1.00
8	1/1/2013	Participation in other activities designed by the station employment unit	Vincennes University/WTHI-TV Southern Indiana News Bureau is a partnership between Vincennes University and WTHI-TV.	1		1.00
9	1/6/2013	Establishment of training programs for station personnel	Training to prepare for higher level positions/AMS Annual Meeting at Austin, TX.	1	Chief Meteorologist	1.00
10	2/18/2013	Participation in scholarship programs	The Indiana Broadcasters Foundation 2013 Scholarship Program assists deserving high school seniors and college students.	1		1.00
11	2/21/2013	Participation in Job Fairs	WTHI-TV 10/ MY FOX 10 participated in the 31st Annual Collegiate Career Expo on February 21, 2013.	2	Assignment Editor Digital Director	0.25

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12	3/16/2013	Participation in Job Fairs	WTHI-TV 10/ MY FOX 10 participated in the 2013 Broadcasters Career Fair on March 16, 2013.	1	General Manager	0.25
13	3/18/2013	Participation in other activities designed by the station employment unit	During this reporting period, WTHI-TV hosted two students for the purpose of job shadowing.	8		1.00
TOTAL POINTS OVER REPORTING PERIOD:						10.00